

Professional Standards Advisory Board Meetings

November 18, 2009, 1:00 PM

and December 10, 2009, 10 AM

Minutes

The November 18, 2009 meeting of the Professional Standards Advisory Board was called to order by board secretary Jason Woebkenberg at 1:01 p.m. All members were present. Mr. Woebkenberg led the board and audience in the Pledge of Allegiance.

Minutes of the October 1, 2009 meeting were discussed. Dr. Van Horn questioned the wording of the action the board took on the readopting of rules, noting that the board approved a Notice of Intent to Readopt Rules. Mr. Mapes agreed and stated the minutes would be corrected.

Dr. Cate-Clements asked a question on the Assignment Code about the addition of assistant superintendent titles and why a superintendent's license for those positions is optional. Dr. Graves explained that several assistant superintendent titles have been recently recognized and added; to require superintendent's licensure would create a hardship on those persons currently serving in those positions without a superintendent's license and it would also create a shortage of licensed administrators for those positions. The Assignment Code is a working document and is subject to updating as new positions are created in local districts.

Mr. Woebkenberg asked for a motion. Dr. Johnstone moved approval of the minutes as corrected. Mr. McEwen seconded. Motion passed unanimously.

Mr. Woebkenberg announced two items of old business before the board: approval of the Beginning Teacher Assessment tool and the readoption of expiring rules. Katie Russo, OELD staff, recapped the Beginning Teacher Assessment tool that she presented to the board at the October meeting and also presented a parallel assessment tool for Beginning School Service Personnel. A brief discussion took place concerning the 80% proficiency standard on both the assessments and where the completed assessments are housed. The collection of data on successful completion of the assessments tied back to the training institutions was noted as desirable and important to the Race to the Top application. Mr. Mapes and Ms. Russo indicated that electronic completion and storage of the assessment results is where the OELD is headed. Dr. Van Horn asked if the assessments are an option or a replacement for the current IMAP portfolio assessment. Becky Bowman, General Counsel, explained it is a replacement. Mr. McEwen moved to rescind the portfolio as the beginning teacher assessment and approve the beginning teacher assessment tool as presented to take its place. Mr. Holt seconded the motion, which passed 19-0.

Mr. Tusing explained the process for readopting expiring rules so there is no lapse between the current rules and the proposed rules that are not yet promulgated. No objections were filed in the thirty days between filing the notice of intent to readopt rules and this meeting. Dr. Van Horn moved to approve readoption of the rules; Ms. Riehl seconded. The motion passed unanimously.

Mr. Woebkenberg introduced new business, beginning with comments by Dr. Bennett. Dr. Bennett acknowledged all the input from individuals in public testimony and on the website. He noted the board has listened and made changes. He thanked several organizations and individuals who had helped to improve the proposed rules: Ball State University, Purdue University, Marian University, Dr. Plucker from CEEP at IU, the Early Childhood and Career and Technical

Education associations, and the leadership of ISTA. Dr. Bennett recognizes that he has been pushing for change and it has been difficult for some, but he believes we have a stronger document because of the wide participation and input.

Mr. Woebkenberg noted that over 2000 public comments had been received. He explained that the board split the proposed document up by articles and divided into work groups to consider the public comments and determine what changes to recommend to the proposed rules. The board will be asked to vote on the recommended changes from the work groups. He stated that the Rules 2002 content and developmental standards will carry over and be the underpinnings of the REPA.

Dr. Van Horn asked for clarification as to the process of making changes to the proposed rules. He wants to be sure that by approving the revisions recommended by the work groups, the board is giving staff the direction to draft those changes into the document and then bring it back at a later meeting for final approval. Mr. Mapes indicated that was the case.

Mr. Woebkenberg asked Mr. Daghe to present the recommendations of the work group for Article 1. Lengthy discussion followed with clarification offered by Mr. Daghe and other members of the work group. See the attached report from the work group for specifics. Mr. Zoeller moved approval of the recommendations of the Article 1 work group. Ms. Wilson seconded. Motion carried 19-0.

Dr. Johnstone presented the recommendations of the work group for Article 3. Much discussion ensued and clarification was sought and given by Dr. Johnstone and other work group members. See the attached report from the work group for specifics. At the conclusion of the discussion, the board determined not to delete 515 IAC 3-1-1(f) as recommended by the work group. Dr. Bennett moved approval of the work group recommendations, except for the deletion of 515 IAC 3-1-1(f), which the board wants to retain. Ms. Salyers seconded. The motion passed 14-5.

Ms. Billman presented the work group report for Articles 4,5,10,12 and Article 8, Rule 2. Beginning with Article 4, see the work group report for specifics. Following discussion concerning the addition of content areas to licenses by passing a test, Mr. Holt moved to approve the recommendations for Article 4 with the exception of the recommendation to delete 515 IAC 4-2-1(d)(2), which the board wants to retain, and to place the word "or" at the end of 515 IAC 4-2-1(d)(1). Dr. Johnstone seconded. The motion passed 14-5.

Ms. Billman presented the work group recommendations for Article 5. No changes were recommended. Ms. Billman presented the work group recommendations for Article 8, Rule 2. See the work group report for specifics. The board reached consensus after discussion to change "and" to "or" in 515 IAC 8-2-1(g) (1) and to exclude several content areas that would not be available for addition based on the passage of tests only. The board also reached consensus to delete 515 IAC 8-2-1(b). Mr. Woebkenberg explained that these changes would be voted on when all of Article 8 is voted on following the work group report on Article 8, Rule 1. Ms. Billman will not present the work group reports on Articles 10 and 12 until after all of Article 8 has been discussed and action taken on the recommendations.

Mr. Holt began the presentation of work group recommendations on Article 8, Rule 1. See the work group report for specifics. He presented a list of recommended changes and noted that the Rules 2002 standards will carry over to be the REPA standards. Dr. Cate-Clements asked to go through Article 8 section by section in order to fully understand the recommendations. The discussion began with eligibility for initial practitioner licensing, with Dr. Van Horn expressing that he does not think initial practitioners should be able to add new content areas until they have completed the beginning teacher residency and obtained a proficient practitioner license. Dr. Van Horn made a motion to delete 8-1-1.1(c) that permits an initial practitioner to add content areas. Ms. Johnson seconded. During the discussion Dr. Van Horn withdrew his motion and made a new motion to delete language that allowed an initial practitioner to add new content areas through passing a content area test only. Dr. Cate-Clements seconded. Motion failed 5-11. Further discussion concerned the requirement of hours of reading content in the various curriculum sections of Article 8, Rule 1.

Because it was apparent that lengthy discussion was needed to complete Article 8, Rule 1, it was decided to stop the discussion and to re-commence the discussion beginning with 515 IAC 8-1-8 on December 10, 2009. That meeting will begin at 10 a.m. and the board should plan on it being a long meeting. Mr. Mapes asked that everyone reconfirm the date of January 7, 2010 on their calendars for the January board meeting.

Dr. Bennett moved to adjourn the meeting; Ms. Billman seconded. The motion passed unanimously.

Meeting adjourned at 4:20 p.m.

The December 10, 2009 meeting of the Professional Standards Advisory Board was called to order by Jason Woebkenberg at 10:01 a.m. Mr. Woebkenberg led the attendees in the Pledge of Allegiance. All board members were present except Mr. Zoeller.

Mr. Woebkenberg asked Mr. Holt to begin his presentation of the Article 8, Rule 1 work group with 515 IAC 8-1-8, which is where the board discussion ended at the November 18th meeting. Mr. Holt presented the work group's recommendations. See the work group report for specifics. Discussion took place concerning content areas that are appropriate for K-12 coverage and the board agreed that most content areas should also be available for other grade levels, depending on the approved programs at the teacher training institutions. It was also noted that content in multi-cultural education and instructional technology will be added to the pedagogy requirements of all of the curriculum sections.

Dr. Johnstone asked to address the requirements for reading in the pedagogy section of 515 IAC 8-1-1.6 Secondary Education Curriculum. She passed out a handout she prepared about scientifically-based reading research (SBRR) and asked that the proposed 6 semester hours of specific reading methods be replaced with "Demonstration of performance of adolescent literacy standards based on scientifically based reading research and developed and approved by the board." After a lengthy discussion Dr. Johnstone moved and Mr. Holt seconded a motion to place the language recommended by Dr. Johnstone into the curriculum requirements for middle school education and secondary education in place of the 6 semester hours of specific reading methods. The motion passed unanimously. Following additional discussion about making the references to reading methods parallel throughout Article 8, Dr. Cate-Clements moved to replace all references to 6 semester hours of reading methods with the language proposed by Dr. Johnstone--but to reference literacy standards appropriate to each of the developmental levels-- for each curriculum requirement in Article 8. Ms. Riehl seconded. The motion passed unanimously.

Ms. Wilson began discussion on 515 IAC 8-2-1(g) to be sure that the board agrees that to add a content area to an existing license, applicants will need to complete content area requirements and testing requirements. The recommendation of the work group adopted at the November meeting was to make the requirement "either, or," but not "and" for initial practitioners to add content areas to licenses. Following discussion among the board, members agreed to change "or" back to "and," and to delete the list of exceptions for content areas not available for addition based solely on testing, which changes the language back to how it appears in the proposed rule published in the Indiana Register. Ms. Wilson moved and Dr. Bennett seconded. The motion passed.

Ms. Julian raised the topic of the early childhood-- birth through grade 3—licensure advocated by early childhood educators. A great deal of discussion took place, including the topic of early childhood special needs. Dr. Van Horn expressed that in terms of the state's responsibility to provide special education services to students, that obligation begins at age 3, not at birth. Dr. Van Horn believes, and Dr. Goodwin agreed, that a P-3 early childhood license with a

content area in exceptional needs is too narrow and does not allow employing school districts the staffing flexibility they need. Dr. Van Horn moved and Ms. Julian seconded, that the grade coverage for a general elementary license with a content area in exceptional needs be expanded to P-6. Discussion continued with members noting that the holders of school services licenses should also be able to provide services to pre-kindergarten students. The motion passed unanimously.

The next major discussion was concerning science and the recommendation of the work group that individuals seeking a science license have concentrations in two or more science areas. Dr. Cate-Clements made a motion to retain the proposed language that permits applicants to be licensed in one (1) or more science concentration areas. Mr. Fronius seconded; the motion passed 12-5. Dr. Van Horn made a motion to also permit social studies licensure in one (1) or more social studies concentration areas. Ms. Riehl seconded and the motion passed 13-5. Dr. Cate-Clements initiated discussion on whether a school counselor license should be added as an appropriate prerequisite for a district level administrator license. No motion was made.

Dr. Cate-Clements proposed deleting 515 IAC 8-1-50, Temporary Administrator License. Mr. Holt strongly opposed that idea and a great deal of discussion took place. Dr. Goodwin noted that he was opposed to the idea of the temporary superintendent's license from the beginning. Mr. Holt argued that there are situations in school districts today that require a great deal of knowledge about business practices, bond issues, etc., and that it could be very important for a district to obtain a temporary superintendent's license for an individual with proven business knowledge. Mr. Holt also pointed out that Race to the Top requires Indiana to permit alternative licensure for superintendents. Dr. Bennett expressed his opinion that Indiana is a strong local control state and those local school boards, as employers, should have the flexibility to determine what skills and knowledge are needed to effectively run their districts and be able to hire the individuals who meet those qualifications. Dr. Van Horn commented that he believes the holder of a temporary administrative license should be required to obtain professional development in education and educational administration in order to continue in that position. Many board members expressed opinions during the discussion. Mr. McEwen related his own experiences as a local school board member who has interviewed and hired several superintendents, noting that he believes this is an employment issue more than a training issue. The desirability for development of "fast-track" training for school superintendents was expressed. Dr. Van Horn moved that the work group recommendation for 515 IAC 8-1-50 be amended to refer to a "local superintendent permit" and that it include a requirement that after hiring, a professional development plan must be developed for the holder of a temporary administrator license and it must be revisited every 3 years thereafter. Ms. Wilson seconded. Dr. Bennett asked if that amendment would eliminate the need to have a subcommittee of the board to approve the request for a temporary administrator license. Dr. Goodwin responded that the subcommittee could verify the existence of the professional growth plan. Mr. Holt called the question. The motion failed 5-12.

Ms. Johnson made a motion that the work group recommendations for 515 IAC 8-1-50 be amended to require the holder of a temporary superintendent license, after hiring, to have a professional development plan that requires work in specific core content that will be revisited every 3 years with the local school board. Ms. Riehl seconded. McEwen expressed his opinion that the motion crossed the line into interference with local school boards' hiring and contracting authority. More discussion took place until Mr. Holt called the question. Mr. Woebkenberg asked legal staff to clarify confusion over parliamentary procedure. As a result, Mr. Woebkenberg asked for a vote on whether the board wanted to continue discussion on Ms. Johnson's motion. A vote of 5-10 determined that discussion would not continue. Mr. Woebkenberg then asked for vote on Ms. Johnson's motion. The motion failed 4-13. Mr. Holt made a motion to approve the changes to all of Article 8. Ms. Billman seconded. Clarification was requested on whether the motion included Article 8, Rule 1 and Rule 2, and Mr. Holt said it did. The motion passed 14-3.

The board took a five minute break.

When the meeting resumed, Mr. McEwen presented the work group recommendations on Article 9. See the report from the work group for specifics. Dr. Johnstone commented on 515 IAC 9-1-2 and the recommendation of the work group to grandfather all licenses issued under prior rules. She is concerned that elementary teachers licensed under prior rules who have been teaching middle school will not have an incentive to go back to get middle school content area endorsements. With the rapid changes in technology/learning in math and science, Dr. Johnstone is concerned those teachers will not be current in those subjects, so she would like to see middle school content endorsements required for elementary licensed teachers. Dr. Van Horn noted that since all teachers will have the option to renew their licenses with Professional Growth Plans, those plans can focus on improving specific content knowledge. Dr. Bennett added that as part of Race to the Top, a significant portion (51%) of teacher and principal evaluations will be based on student growth. If teachers are not proficient in their content areas it will be reflected in student test scores, which in turn will impact evaluations and employment decisions.

Dr. Johnstone raised the question of why the work group was recommending that the holder of an emergency permit no longer has to pass the Praxis exams in order to be eligible to renew the permit for a second year. Dr. Van Horn responded that the work group didn't think applicants who were taking content coursework while on an emergency permit should be required to pass the content test prior to completing the coursework. Those individuals are currently required to pass Praxis tests prior to receiving an initial practitioner license, and under REPA applicants will have to pass Praxis II before adding a content area to an existing license.

Mr. McEwen made a motion to approve the recommendations of the work group for Article 9. Ms. Riehl seconded. The motion passed 17-0.

Ms. Billman presented the recommendations of the work group for Article 10. See the report of the work group for specifics. Discussion followed concerning new workplace specialist licensing areas and whether they can be added without promulgation. There was a motion and a second to delete the sentence in 515 IAC 10-1-4 giving the board authority to add new workplace specialist licensing areas because there is no reference to the process by which that would be accomplished. OELD staff provided clarification that the Professional Standards Advisory Board approves licensure areas that correspond to secondary vocational offerings approved by the State Board of Education. Dr. Van Horn withdrew his original motion and made a new motion to amend 515 IAC 10-1-4 to indicate that the board can approve workplace specialist license areas that have been approved for offering in secondary vocational programs by the State Board of Education. Dr. Bennett seconded. The motion passed.

Mr. Holt moved that the recommended changes for Article 10 be approved. Mr. Fronius seconded. The motion passed unanimously.

Ms. Billman presented the work group recommendations for Article 12. See the report of the work group for specifics. Dr. Bennett moved to approve the recommended changes to Article 12. Mr. Jones seconded. The motion passed unanimously 17-0.

Mr. Woebkenberg announced the January 2010 meeting will be on January 7 in the Riley room at 10 a.m. Dr. Bennett reminded the board that on January 7 they will have a document that incorporates all the changes that were voted on so they can take final action. When asked why there is such urgency to approve the final document in January, Dr. Bennett stated that it would strengthen Indiana's Race to the Top application to have the final rule revisions included, and that application must be ready to submit to US DOE by January 14, 2010. There was additional discussion on how soon the office of legal affairs and OELD staff can have a "clean" draft of the final document done and sent to the board

for review prior to the January meeting; it was decided that the document would be transmitted to the board members on December 31.

Dr. Cate-Clements raised a final concern about Article 5 dealing with substitute teachers. She has a change she wants to recommend and she asked how to proceed. Dr. Bennett asked that she present her proposed change to the board at the January 7 meeting. She also asked for clarification on the format of annual institutional reports required under 515 IAC 3-1-1. Mr. Mapes indicated that the OELD would be providing that guidance to institutions. Dr. Van Horn asked for clarification from the general counsel as to why throughout the proposed rule “the board” had been replaced by “the department.” Ms. Bowman responded that those changes reflect statutory changes in the board’s authority and status as a result of the Professional Standards Board being moved into the DOE in 2005.

Mr. Woebkenberg reminded the board members that the January 7, 2010 meeting may be a long one. A motion to adjourn was made by Dr. Bennett and seconded by Mr. Jones. It passed 17-0.

The meeting was adjourned at 1:20 p.m.